

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
10-CA-34170

Date Filed
January 2, 2003

jdd

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sunbridge Nursing Home		b. Number of workers employed Approximately 180
c. Address (street, city, state, ZIP code) 420 Dean Drive Gardendale, Alabama 35071	d. Employer Representative Vicki Murphy, Administrator	e. Telephone No. (205) 631-8709
f. Type of Establishment (factory, mine, wholesaler, etc.) nursing home	g. Identify principal product or service elder care	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		

Since on or about December 13, 2002, the employer has been discriminating against (b) (6), (b) (7)(C) and in favor of (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) Union office.

On or about December 16, 2002, the employer, by its representative, interfered and coerced with employees' Section 7 rights by advising employees that the Union was urging the Company to shove (b) (6), (b) (7)(C) work location into a closet if necessary to accommodate the job desires of Union officer (b) (6), (b) (7)(C).

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed in Section 7 of the Act.

Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit
(to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C)

the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

Title: An Individual

Address:

(b) (6), (b) (7)(C)

Telephone No.

(b) (6), (b) (7)(C)

Date:

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501
(11-88)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE

Case
10-CA-34176Date Filed
JANUARY 8, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Pemco Aeroplex, Inc.		b. Number of workers employed about 1500
c. Address (Street, city, state, and ZIP code) 1943 50th Street North Birmingham, AL 35212	d. Employer Representative Valton Johnson Director of Human Resources	e. Telephone No. (205) 510-4806 Fax No. (205)
f. Type of Establishment (factory, mine, wholesaler, etc.) aircraft refurbisher	g. Identify principal product or service refurbishes military airplanes	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3), (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about November 2002, the above-named Respondent has interfered with the union steward's ability to conduct union business for reasons that are arbitrary and unreasonable.

Since on or about December 2002, the above-named Respondent retaliated against the below-named union by unilaterally implementing a policy whereby union officials were required to request Out-Of-Plant Passes to perform union-related duties, contrary to the collective bargaining agreement and contrary to past practice.

Since on or about December 2002, the above-named employer has refused to process grievances filed by the union for reasons that are arbitrary, discriminatory, and unreasonable, as well as refuse to meet and confer with union officials to discuss grievances.

On or about (b) (6), (b) (7)(C) 2003, the above-named Respondent disciplined its employee (b) (6), (b) (7)(C) because of (b) (6) union activities and other concerted protected activities.

During the past 6 months, the above-named Respondent has assigned (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) to complete more onerous work because of their union activities and other concerted protected activities, and in retaliation for performing union activities and other concerted protected activities.

During the past 6 months, the above-named Respondent has failed to properly maintain security clearance records for employees for reasons that are arbitrary, retaliatory, and unreasonable.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Association of Plant Police of Alabama

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.
---	---

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed)

(b) (6), (b) (7)(C)

6. DECLARATION

I, (b) (6), (b) (7)(C), do hereby declare under oath that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(fax)

(b) (6), (b) (7)(C)

01/08/03

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE

Case

10-CA-34179

Date Filed

1-9-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer American Red Cross, Blood Services, Southern Region		b. Number of workers employed 21
c. Address (street, city, state, ZIP code) 25 Tibet Avenue Savannah, GA 31406	d. Employer Representative Jason Ferrell, Sitr Mgr.	e. Telephone No. (912) 651-5300
f. Type of Establishment (factory, mine, wholesaler, etc.) blood collection facility	g. Identify principal product or service blood collection	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2002, employee (b) (6), (b) (7)(C) was discharged because of (b) (6), (b) (7)(C) activities on behalf of the United Steelworkers of America, AFL-CIO-CLC, a labor organization.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Steelworkers of America, AFL-CIO-CLC

4a. Address (street and number, city, state, and ZIP code)

**P.O. Box 102105
Birmingham, AL 35210**

4b. Telephone No.

(205) 951-1212

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Steelworkers of America, AFL-CIO-CLC

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Clarence Brown/bm (Clarence Brown)
(signature of representative or person making charge)

Organizing Coordinator
(title, if any)

Address P.O. Box 102105 Birmingham, AL 35210

(205) 951-1212
(Telephone No.)

01-07-2003
(date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 10-CA-34180(P)	Date Filed 1-9-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Number of Workers Employed 25
c. Address (street, city, State, ZIP, Code) 10650 Hwy. 281 N Spring Branch, Texas 78070	d. Employer Representative Steve Miller	e. Telephone No. 830-885-4508 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Post Office		g. Identify Principal Product or Service Postal Products and Services
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

(b) (6), (b) (7)(C)

SINCE I HAVE (b) (6), (b) (7)(C) WILL ONLY SCHEDULE ME
IN POSITIONS THAT I EITHER FLATLY CANNOT DO OR FOR SHIFTS AT TIMES
THAT (b) (6), (b) (7)(C) THUS I AM BEING FORCED TO CHOOSE BETWEEN
MY PAY CHECK AND (b) (6), (b) (7)(C)

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

and that the statements are true to the best of my knowledge and belief.

Address

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

(Telephone No.)

(Title, if any)

Date

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
10-CA-34196Date Filed
1-15-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer PEPSI BOTTLING GROUP- ATLANTA, INC.		b. Number of Workers Employed 270
c. Address (street, city, State, ZIP, Code) 1480 Chattahoochee Avenue, NW Atlanta, GA 30168	d. Employer Representative Greg Lyons, North GA-Atl Unit Mkt Mgr.	e. Telephone No. (404) 355-1480 x648 or 247 Fax No. (404)350-8546
f. Type of Establishment (factory, mine, wholesaler, etc.) Soft Drink Bottler	g. Identify Principal Product or Service Soft Drink Production and Distribution	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

Since on or about November 20, 2002, the employer by its agent (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) promised employees wages increases to dissuade their support for a labor organization.

Since on or about November 21, the employer by its agent (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) interrogated employees about their union activities.

Since on or about November 28, 2002, the employer by its agent and (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) threatened employees with discharge if they form or join a labor organization.

The employer by its agent and (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) disciplined employee (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C), 2002, in retaliation for (b) (6), (b) (7)(C) union activity.

The employer by its (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) on or about December 16, 2002, threatened employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) activities on behalf of a labor organization.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters Local Union 728

4a. Address (street and number, city, State, and ZIP Code)

2540 Lakewood Avenue, SW Atlanta, GA 30315

4b. Telephone No.

(404)622-0521

Fax No.

(404) 627-2045

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters AFL-CIO

8. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Waymon B. Stroud, Jr.
(Signature of representative or person making charge)

President

(Title, if any)

Address 2540 Lakewood Avenue, SW Atlanta, GA 30315Fax No. (404) 627-2045

(404)622-0521

(Telephone No.)

Date

1-15-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 10-CA-34199
(e-10-CB-7939)

Date Filed
1-21-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <u>Inland Paperboard and Packaging</u>		b. Number of Workers Employed <u>125</u>
c. Address (street, city, State, ZIP, Code) <u>216 N. Main Bridge Rd SW Rome GA 30165</u>	d. Employer Representative <u>Gil Coon</u>	e. Telephone No. Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) <u>Box Plant</u>	g. Identify Principal Product or Service <u>cardboard Box</u>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) <u>subsection 4 or any other that applies</u> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

Employees who signed Job bid for Safety Tech were given a test I was senior employee but I was told I did not have a passing Grade Before the test was given we ask what score was passing Grade (b) (6), (b) (7)(C) gave the test and said it was easy everybody would pass it Job was awarded to next senior employee. I ask (b) (6), (b) (7)(C) to have a union representative present and go over my test to show me I didn't pass. (b) (6), (b) (7)(C) said I could not see my test and still to this day have not to me what passing Grade was for the test. I tell I was denied the Job because I was (b) (6), (b) (7)(C)

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

<u>(b) (6), (b) (7)(C)</u>	
4a. Address (street and number, city, State, and ZIP Code) <u>(b) (6), (b) (7)(C)</u>	4b. Telephone No. <u>(b) (6), (b) (7)(C)</u> Fax No.

6. DECLARATION

Charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(Signature)

(Title, if any)

(b) (6), (b) (7)(C)

(Telephone No.)

Date

1-16-03

FORM NLRB-501
(11-90)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
10-CA-34203-1Date Filed
Jan. 24, 2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Bruno's Inc. d/b/a	b. Number of Workers Employed 75
c. Address (street, city, State, ZIP, Code) 800 Lakeshore Parkway Birmingham AL	d. Employer Representative Calvin Pettigrew/ Robert Baker
e. Telephone No. 1-205-940-9400	f. Type of Establishment (factory, mine, wholesaler, etc.) Retail Store
g. Identity Principal Product or Service Sale of food, groceries, & household items	h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

Since (b) (6), (b) (7)(C), 2/02 and previous to and continuously thereafter, the above named employer, by its officers, agents, and representatives, has issued including but not limited to, verbal and written warnings to (b) (6), (b) (7)(C), and removed and replaced for two days of a work week (b) (6), (b) (7)(C) duties as assistant department manager. Also the employer has engaged in the harassment and attempted intimidation of (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) recent reinstatement pursuant to an arbitration decision that found the Employer violated the contract by discharging (b) (6), (b) (7)(C).

Note *** A transfer subsequent to a sincere assurance that the transfer will not be quickly reversed, will resolve this complaint. ***

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

6. DECLARATION

I declare that the statements are true to the best of my knowledge and belief.

An Individual

(Title, if any)

By

charge)

Fax No.

(b) (6), (b) (7)(C)

1-23-03

Address

(b) (6), (b) (7)(C)

(Telephone No.)

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
10-CA-34216Date Filed
1-27-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer AUGUSTA NEWSPRINT COMPANY	b. Number of Workers Employed APPROX. 400	
c. Address (street, city, State, ZIP, Code) P.O. BOX 1647 AUGUSTA, GEORGIA 30913	d. Employer Representative BOB COLLEZ	e. Telephone No. (706) 798-3440 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) FACTORY	g. Identify Principal Product or Service NEWSPRINT (PAPER)	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.) ON (b) (6), (b) (7)(C), 2003 DISCIPLINARY ACTION WAS ADMINISTERED TO (b) (6), (b) (7)(C), EMPLOYEE. TWO LETTERS OF DISCIPLINE WERE WRITTEN AND OFFERED TO THE EMPLOYEE. ONE LETTER GAVE THE EMPLOYEE A FOUR DAY SUSPENSION, THE OTHER LETTER GAVE THE EMPLOYEE A TWO DAY SUSPENSION. THE TWO DAY SUSPENSION WOULD BE APPLIED ONLY IF THE EMPLOYEE GAVE UP (b) (6), (b) (7)(C) CONTRACTUAL RIGHTS TO THE GRIEVANCE PROCEDURE. THE EMPLOYEE ACCEPTED THE TWO DAY SUSPENSION, GIVING UP (b) (6), (b) (7)(C) RIGHT TO GRIEVE THE MATTER OF DISCIPLINE. THE EMPLOYEE, (b) (6), (b) (7)(C), CHARGES (b) (6), (b) (7)(C) WAS COERCED INTO GIVING UP (b) (6), (b) (7)(C) CONTRACTUAL RIGHTS TO THE GRIEVANCE PROCEDURE BY THE EMPLOYER'S THREAT OF AN ADDITIONAL TWO DAY SUSPENSION.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street, city, State, and ZIP Code) (b) (6), (b) (7)(C)	b. Telephone No. (b) (6), (b) (7)(C) Fax No.	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
(b) (6), (b) (7)(C). DECLARATION (b) (6), (b) (7)(C) declare that I have read the above and the statements are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (Signature of representative or person making charge) Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Title, if any) Date Jan. 23, 2003		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
10-CA-34218Date Filed
JANUARY 30, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer M&D Power Constructors, Inc.		b. Number of workers employed Approximately 300
c. Address (Street, city, state, and ZIP code) 7625 Unity Road Tuscaloosa, Alabama 35401	d. Employer Representative David Dunn, President	e. Telephone No. (205)750-8151 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) construction contractor	g. Identify principal product or service construction services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2002, the above-named employer laid-off its employees (b) (6), (b) (7)(C) in retaliation because of their concerted protected activities. Specially, the above-named employees concerted complained about the Employer's failure and refusal to maintain a workplace free of racial hostility. These employees were subject to hanging nooses, racial epithets and other racially hostile acts about which they complained and were laid off.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.
By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) An Individual
(b) (6), (b) (7)(C) in making charge) (Print/type name and title or office, if any)
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 1-24-2003
(Telephone No.) (date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
10-CA-34221

Date Filed
JANUARY 31, 2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer DaimlerChrysler		b. Number of Workers Employed Approx 1800
c. Address (street, city, State, ZIP, Code) 100 Electronics Blvd. Huntsville, AL 35824	d. Employer Representative Mike Somrak	e. Telephone No. 256-464-2256 Fax No. 256-464-2279
f. Type of Establishment (factory, mine, wholesaler, etc.) factory	g. Identify Principal Product or Service auto electronics	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On or about (b) (6), (b) (7)(C) 2003, the above named employer, through its official (b) (6), (b) (7)(C), increased the discipline of (b) (6), (b) (7)(C) from a two day suspension to a five day suspension because of (b) (6), (b) (7)(C) stated intent to file a grievance concerning the discipline.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (street and number, city, State, and ZIP Code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
(I declare, if any)

Address same as above Fax No. same as above 1-29-03
(Telephone No.) Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
10-CA-34226Date Filed
1-29-03

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Merck & Company, Inc.		b. Number of workers employed @400
c. Address (Street, city, state, and ZIP code) 3517 Radium Springs Road Albany GA 31705	d. Employer Representative Mike Wilson Associate Human Resources Manager	e. Telephone No. (229)420-2283 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Manufacturing		g. Identify principal product or service Pharmaceuticals
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above named Employer terminated (b) (6), (b) (7)(C) on or about (b) (6), (b) (7)(C), 2002, because of (b) (6) union affiliation.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) (b) (6)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.
--	---

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

By XX (b) (6), (b) (7)(C) making charge and the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C), an Individual
(signature) (Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) XX 1-8-03
(Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 10-CA-34234	Date Filed FEBRUARY 5, 2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Jim Walter Resources, Inc., Mine #5		b. Number of Workers Employed approx 375
c. Address (street, city, State, ZIP, Code) 12972 Lock 17 Road Brookwood, AL 35444	d. Employer Representative Rich Case	e. Telephone No. 481-6513 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) mine	g. Identify Principal Product or Service coal	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.) On or about (b) (6), (b) (7)(C) 2003, the above named employer terminated its employee (b) (6), (b) (7)(C) in retaliation for (b) (6) previously being reinstated by an arbitration decision.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, State, and ZIP Code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) By _____ (Signature or representative or person making charge) Address same as above Fax No. (b) (6), (b) (7)(C) (Telephone No.) (Title, if any) February 5, 2003 Date		

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

AMENDED

DO NOT WRITE IN THIS SPACE

Case
10-CA-34256Date Filed
FEBRUARY 24, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Piggly Wiggly Alabama Distribution Center

b. Number of workers employed

Approximately 500

c. Address (Street, city, state, and ZIP code)

2400 JT Wooten Road
Bessemer, AL 35020

d. Employer Representative

Dale Reynolds, Manager

e. Telephone No.

(205)481-2400

Fax No.

f. Type of Establishment (factory, mine, wholesaler, etc.)
warehouseg. Identify principal product or service
grocery warehouse

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (4)

of the National Labor Relations Act,

and these unfair labor practices are practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2002, the above-named employer issued a written warning to (b) (6), (b) (7)(C) because of (b) (6) grievance filing activities and because (b) (6) filed a charge in case 10-CA-34050.

On or about (b) (6), (b) (7)(C), 2003, the above-named employer discharged (b) (6), (b) (7)(C) because (b) (6) grievance filing activities and because (b) (6) filed charges in cases 10-CA-34050 and 10-CA-34256.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

6. DECLARATION

I have read the above charge and that the statements are true to the best of my knowledge and belief.

An Individual

(Print/type name and title or office, if any)

Address

(fax)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

2-24-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-34264-1

Date Filed

2-21-03

Feb. 21, 2003

plm

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Performance Contracting, Inc.		b. Number of workers employed about 60
c. Address (street, city, state, ZIP code) 115-D Walter Davis Drive, Birmingham, AL 35209	d. Employer Representative Jerry McCormack and Jeremy Wilson	e. Telephone No. 205-942-7724
f. Type of Establishment (factory, mine, wholesaler, etc.) install insulation		g. Identify principal product or service install insulation for commercial and industrial clients

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named employer, acting through its supervisors and agents, (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), terminated its employee, (b) (6), (b) (7)(C), because of (b) (6), (b) (7)(C) concerted protected activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the National Labor Relations Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Ab Telephone No.

(b) (6), (b) (7)(C) (cell phone)

Fax No.

5. Name of national or international labor organization of which it is an affiliate or constituent unit (When charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By:

(b) (6), (b) (7)(C)

An Individual

(Signature) (b) (6), (b) (7)(C) (representative of person making charge)

(Title if any)

2/21/03

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

2/21/03

(Address)

(Telephone No.)

(Date)

FORM NLRB-501
(11-98)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

10-CA-34281-1

Date Filed

March 3 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Commercial Printing Company, Inc.		b. Number of workers employed 80
c. Address (Street, city, state, and ZIP code) 222 Sixth Avenue Sw Birmingham, AL 35211	d. Employer Representative Clayton K. Speed Vice-President	e. Telephone No. (205)251-9203 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Commercial Printing	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) <u>(3) and (5)</u> of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past 6 months, the Employer has repeatedly laid off (b) (6), (b) (7)(C) in violation of the collective bargaining agreement, and despite (b) (6), (b) (7)(C) approximately (b) (6), (b) (7)(C) years of seniority, because of the activities of (b) (6), (b) (7)(C) as the Union's (b) (6), (b) (7)(C).

In an effort to further intimidate (b) (6), (b) (7)(C) the Employer forced (b) (6), (b) (7)(C) to take a drug test before returning to work after being laid off. There is no requirement in the collective bargaining agreement that employees must pass a drug test before returning to work from layoff. The Employer does not require other employees returning from layoff to take a drug test.

The Employer refuses to allow (b) (6), (b) (7)(C) to use (b) (6), (b) (7)(C) seniority to exercise (b) (6), (b) (7)(C) shift preference, in violation of the collective bargaining agreement, and in an effort to further intimidate (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) activities on behalf of the Graphic Communications International Union, a labor organization.

The Employer has refused to allot the required accrued vacation to (b) (6), (b) (7)(C), as guaranteed by the collective bargaining agreement, in another attempt to retaliate against (b) (6), (b) (7)(C).

The Employer, by its agent, (b) (6), (b) (7)(C), has threatened (b) (6), (b) (7)(C) with disciplinary actions because of (b) (6), (b) (7)(C) attempts to enforce the collective bargaining agreement.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.
---	---

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**6. DECLARATION**

(b) (6), (b) (7)(C) declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) An Individual
(Print/type name and title or office, if any)

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) March 3 2003
(Address) (Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 10-CA-34282	Date Filed 3-3-03
---------------------	----------------------

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Ferro Corporation		b. Number of workers employed approx. 30
c. Address (Street, city, state, and ZIP code) PO Box 1070 Toccoa GA 30577	d. Employer Representative Dale Lyons Plant Manager	e. Telephone No. (706) 779-3341 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) factory	g. Identify principal product or service coloration pigments	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

At some time in (b) (6), (b) (7)(C) 2003, the above named Employer has ^{Attempted} to discipline (b) (6), (b) (7)(C), an employee, because of said employees activities on behalf of, or membership in, International Brotherhood of Teamsters, Local 528, a labor organization.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
n/a

6. DECLARATION

By (b) (6), (b) (7)(C) above charge and that the statements are true to the best of my knowledge and belief.
(signature) (Print/type name and title or office, if any)

Address

(fax)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

2-21-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

FORM NLRB-501

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

10-CA-34292

MARCH 10, 2003

jdd

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Southern Precision Corporation		b. Number of workers employed Approximately 20
c. Address (street, city, state, ZIP code) P.O. Box 100035 Birmingham, Alabama 35210	d. Employer Representative Gene Jackson, Representative	e. Telephone No. (205) 956-3556
f. Type of Establishment (factory, mine, wholesaler, etc.) machine shop	g. Identify principal product or service metal patterns, tool and die	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about February 10, 2003, the above-named employer had refused to provide the Union with requested, relevant information.

Since about February 13, 2003, the above-named employer has bypassed the Union and dealt directly with employees regarding terms and conditions of employment.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed in Section 7 of the Act.

Full name of party filing charge (if labor organization, give full name, including local name and number)
Region 8, UAW

4a. Address (street and number, city, state and ZIP code) 1280 Winchester Parkway, S.E., Suite 131 Smyrna, Georgia 30080-6584	4b. Telephone No. (770) 432-0701
---	--

5. Full name of national or international labor organization of which it is an affiliate or constituent unit
(to be filled in when charge is filed by a labor organization)
International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By <u><i>Alvin Smith</i></u> Signature of representative or person making charge	Title: <u>International Representative</u>
---	--

Address: 1280 Winchester Parkway, S.E., Suite 131 Smyrna, Georgia 30080-6584	Telephone No. (770) 432-0701	Date: 3/07/03
--	--	-------------------------

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-34308

Date Filed

MARCH 19, 2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Cingular Wireless		b. Number of workers employed 300
c. Address (street, city, state, ZIP code) 100 Concourse Parkway, Suite 290, Birmingham, AL 35244	d. Employer Representative Gary Jordan	e. Telephone No. 205-444-8864
f. Type of Establishment (factory, mine, wholesaler, etc.) Wireless Service	g. Identify principal product or service Wireless - Cell Phones	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (11) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Employee, (b) (6), (b) (7)(C), was refused union representation by (b) (6), (b) (7)(C) manager, (b) (6), (b) (7)(C), for a security meeting. This meeting resulted in (b) (6), (b) (7)(C) termination from the company.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

CWA Local 3902

4a. Address (street and number, city, state, and ZIP code)

210 Summit Parkway
Birmingham, AL 35209

4b. Telephone No.

205-945-1979

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Communications Workers of America

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

George N. Abbott
(signature of representative or person making charge)

(title if any)

Address 210 Summit Parkway, Birmingham, AL 35209

205-945-1979

(Telephone No.)

02/17/03

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 10-CA-34323	Date Filed MARCH 27, 2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring.

jdd

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Performance Contracting, Inc.	b. Number of workers employed Approximately 60
c. Address (street, city, state, ZIP code) 115-D Walter Davis Drive Birmingham, Alabama 35209	d. Employer Representative Jeremy Wilson, Assistant Superintendent
e. Telephone No. (205) 942-7724	f. Type of Establishment (factory, mine, wholesaler, etc.) construction and maintenance contractor
g. Identify principal product or service insulation and asbestos work	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about February 19, 2003, the above-named employer, by (b) (6), (b) (7)(C) directed employees to quit employment in the event that they were dissatisfied with prevailing working conditions, rather than engage in protected concerted activities.

On about (b) (6), (b) (7)(C) 2003, the above-named employer discharged, or, in the alternative, constructively discharged its employee (b) (6), (b) (7)(C) because employees engaged in concerted protected activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed in Section 7 of the Act.

Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C), An Individual

4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)
--	--

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (7)(C)	Title: An Individual
Address: (b) (6), (b) (7)(C)	Telephone No. (b) (6), (b) (7)(C)
	Date: 3-7-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-34401

Date Filed

MAY 13, 2003

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Unique Food Concepts d/b/a River Bar & Grill		b. Number of workers employed approx. 35
c. Address (street, city, state, ZIP code) 3732 River Run Drive Birmingham, AL 35243	d. Employer Representative Tim Stevens, Owner/Manager	e. Telephone No. 205-970-0467
f. Type of Establishment (factory, mine, wholesaler, etc.) restaurant	g. Identify principal product or service food & beverage service	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the Employer has committed acts and conduct which interfered with, restrained and coerced its employees in the exercise of their rights guaranteed in Section 7 of the Act by discharging (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Name of national or international labor organization of which it is an affiliate or constituent unit (When charge is filed by a labor organization)

(b) (6), (b) (7)(C)

6. DECLARATION

and that the statements are true to the best of my knowledge and belief.

By
(S)5/13/03
(b) (6), (b) (7)(C)

An Individual

(Title if any)

(b) (6), (b) (7)(C)

(Address)

(b) (6), (b) (7)(C)

(Telephone No.)

(Date)

FORM NLRB-501
(11-88)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

10-CA-34414

May 23, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Beverly Enterprises-Pleasant Grove		b. Number of workers employed 80
c. Address (Street, city, state, and ZIP code) 30- 7th Street Pleasant Grove, AL 35127	d. Employer Representative Nancy Stanoford Administrator	e. Telephone No. (205)744-8226 Fax No. (205)744-8211
f. Type of Establishment (factory, mine, wholesaler, etc.) nursing home	g. Identify principal product or service nursing services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer, through its officers, agents and representatives, refused to re-evaluate (b) (6), (b) (7)(C) for light duty work and discharged (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) 2003 because (b) (6), (b) (7)(C) filed a grievance about the Employer changing (b) (6), (b) (7)(C) schedule.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

By (b) (6), (b) (7)(C) the statements are true to the best of my knowledge and belief.

Individual

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

(fax)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

May 23 2003

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA

DO NOT WRITE IN THIS

SPACE

NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

Case

Date Filed

10-CA-34437 JUNE 9, 2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Lesco, Sai Tech, and CSC, individually and as joint employers

Number of workers employed Approximately 30

c. Address (street, city, state, ZIP code) Lesco 4845 University Square, Suite 1; Huntsville, Alabama 35816 Sai Tech 303 Williams Avenue; Suite 311; Huntsville 35801 CSC Building 4492; MSFC, Alabama 35812

d. Employer Representative Anita

Williams, Owner, Lesco Mickey Hunter; Manager, Sai Tech Joe Groover, Project Manager, CSC

e. Telephone No. (256) 971-7165

(Lesco) 256 880-1926 (256) 544-2985

f. Type of Establishment (factory, mine, wholesaler, etc.) service provider g. Identify principal product or service records repository

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, Employer Lesco issued a final written warning to (b) (6), (b) (7)(C) because employees engaged in protected concerted activities. Since on or about (b) (6), (b) (7)(C) 2003, the above named employers, terminated and refused to retain (b) (6), (b) (7)(C) because employees engaged in protected concerted activities. By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed in Section 7 of the Act.

Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)

An Individual

4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b.

Telephone No. (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare (b) (6), (b) (7)(C) and that the statements are true to the best of my knowledge.

By

Signature of representative

or person

Title: An'

Individual

Address: (b) (6), (b) (7)(C)

Telephone No. (b) (6), (b) (7)(C)

Date:

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
10-CA-34455Date Filed
6-19-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer J & A Mechanical Inc.		b. Number of workers employed
c. Address (street, city, state, ZIP code) 60 Germantown Court Suite 100 Cordova, TN 38018	d. Employer Representative Joe Edmonston	e. Telephone No. (901) 752-5099
f. Type of Establishment (factory, mine, wholesaler, etc.) Plumbing & Mechanical Cont.	g. Identify principal product or service General Plumbing & Piping	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about 06/07/03 the above-named employer engaged in interrogation, intimidation, and demotion of an employee for union activities protected under Section 8 (A)(1).

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Association of Journeymen and Apprentices of the Plumbing and PipeFitting Industry of the United States and Canada, AFL-CIO, Local Union No.72	
4a. Address (street and number, city, state, and ZIP code) P.O. Box 1151 Albany, GA 31702	4b. Telephone No. (229) 436-3929
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Association of Journeymen and Apprentices of the Plumbing and PipeFitting Industry of the United States and Canada, AFL-CIO, Local Union No. 72	

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Bruce Earnest
(signature of representative or person making charge)
Address P.O. Box 1151 Albany, GA 31702

Special Representative

(229) 436-3929

(title if any)
6/16/03

(Telephone No.)

(date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
10-CA-34462	6-24-03

IO/GHS

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Pepsi Bottling Group, Inc.		b. Number of workers employed 100+
c. Address (street, city, state, ZIP code) 3501 Middlebrook Pike Knoxville, Tennessee 37921	d. Employer Representative David Huckleberry Unit Marketing Manager	e. Telephone No. 800-362-9273
f. Type of Establishment (factory, mine, wholesaler, etc.) Distribution facility	g. Identify principal product or service Soft drinks, water, tea, etc.	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2003, the above-named Employer discriminated against (b) (6), (b) (7)(C) by discharging (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities and (b) (6), (b) (7)(C) activities in support of a labor organization.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)

N/A

6. DECLARATION

(b) (6), (b) (7)(C)

I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By _____
Signature of person making charge (b) (6), (b) (7)(C)

Address
Same as 4a, above.

Title An individual

Telephone No.
Same as 4b, above

Date 6-15-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501
(11-88)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-34464

Date Filed

JUNE 25, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Mitchell Hollingsworth Nursing and Rehabilitation Center		b. Number of workers employed about 100
c. Address (Street, city, state, and ZIP code) 805 Flag Circle Florence, AL 35630	d. Employer Representative Vickie Herston Director of Nursing	e. Telephone No. (256)740-5400 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) nursing home		g. Identify principal product or service provide nursing care for patients
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named employer, acting through its agents and supervisor (b) (6), (b) (7)(C), disciplined, suspended, and terminated its employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union activities and other concerted protected activities.

In or about March 2003, the above-named employer, acting through its agent and supervisor, (b) (6), (b) (7)(C), informed employees that it would be futile to form a union; threatened that employees' wages would be reduced if they voted in favor of the union; and threatened employees with worse working conditions if they voted in favor of the union.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.
---	---

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) above charge and that the statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(C) An Individual

(Signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

(fax)

(b) (6), (b) (7)(C)

(date)

Address

(Telephone No.)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

FORM NLRB-501
(11-88)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

10-CA-34470-1

Date Filed

June 27, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Unique Food Concepts d/b/a River Bar & Grill		b. Number of workers employed about 35
c. Address (Street, city, state, and ZIP code) 3732 River Run Drive Birmingham, AL 35243	d. Employer Representative Tim Stevens	e. Telephone No. (205)970-0467 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) restaurant	g. Identify principal product or service food & beverage service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named employer, acting through its agent and supervisor, (b) (6), (b) (7)(C), terminated (b) (6), (b) (7)(C) because of (b) (6), concerted protected activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed)

(b) (6), (b) (7)(C)

6. DECLARATION

I declare that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

An Individual

(Print/type name and title or office, if any)

By

Address

(b) (6), (b) (7)(C)

(Fax)

(b) (6), (b) (7)(C)

(Telephone No.)

June 27 2003

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

FORM NLRB-501
(11-88)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-34471-1

Date Filed

June 27, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Action Utility Contractors, Inc.		b. Number of workers employed about 30
c. Address (Street, city, state, and ZIP code) P.O. Box 230, Hayden, AL 35079	d. Employer Representative Tobi Gilkey Owner Joe Robison	e. Telephone No. (205) 647-8331 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) construction company		g. Identify principal product or service operate heavy commercial machinery
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2003, the above-named employer, acting through its agent and supervisor, (b) (6), (b) (7)(C), disciplined, issued written warnings and written disciplines, and terminated its employee (b) (6), (b) (7)(C) because of (b) (6) union activities and other concerted protected activities.

On or about (b) (6), (b) (7)(C), 2003, the above-named employer disparately applied its rules and policies to (b) (6), (b) (7)(C) because of (b) (6) union activities and other concerted protected activities.

On or about April 2003, the above-named employer, acting through its supervisor and agent, (b) (6), (b) (7)(C), threatened that the business would close if the union was selected, and stated that it was futile for the employees to vote in favor of the union.

On or about May 2003, the above-named employer, acting through its supervisor and agent, (b) (6), (b) (7)(C), threatened employees with termination if they supported the union, and gave employees the impression that their union activities were under surveillance.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

By (b) (6), (b) (7)(C)

(Signature of Representative of Person Making Charge)

DECLARATION

statements are true to the best of my knowledge and belief.

An Individual

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

(fax)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

Address

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)


(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
10-CA-34472	6-27-03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer	b. Number of workers employed	
White Lily Foods Company(White Lily)	77	
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
218 E. Depot Street Knoxville, TN. 37917	Steve Phillips	865-546-5511
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service	
Factory	Milling Flour	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections <u>(1),(2) and (5)</u> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about May 20, 2003 And continuing to date the above named employer has engaged in bad faith bargaining.</p> <p>On or about June 17, 2003 and continuing to date the above named employer refused to provide the union relevant information it has requested in order to bargain over specific issues.</p> <p>On or about June 17, 2003 the above named employer refuses to continue collective bargaining in good faith.</p> <p>On or about June 17, 2003 the above named employer made an unlawful proposal to dominate and control how the union operates.</p> <p>On or about June 17, 2003 the above named employer began bargaining directly with the employees and not with the certified bargaining agent.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
Bakery, Confectionery, Tobacco Workers and Grain Millers Local 165-G		
4a. Address (street and number, city, state and ZIP code)	4b. Telephone No.	
834 Gondola Dr. Knoxville, TN. 37920	423-413-0674	
4. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)		
Bakery, Confectionery, Tobacco Workers and Grain Millers International Union		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By 	Title International Representative	
Signature of representative or person making charge	Anthony L. Shelton	
Address (b) (6), (b) (7)(C)	Telephone No. (423) 413-0674	Date June 23, 2003

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
10-CA-34486	7-7-03

IO(EKH)

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Kawaski Motors Corporation		b. Number of workers employed Approx. 35
c. Address (street, city, state, ZIP code) 6110 Boatrock Blvd. Atlanta, Georgia 30336	d. Employer Representative Jim Adams, Plant Manager	e. Telephone No. 404-349-2000
f. Type of Establishment (factory, mine, wholesaler, etc.) Warehouse	g. Identify principal product or service Motorcycle Parts warehousing & shipping	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about and after (b) (6), (b) (7)(C) 2003, the above-named Employer discriminated against and discharged (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

6. DECLARATION

nts are true to the best of my knowledge and belief.

By X

(b) (6), (b) (7)(C)

Title An Individual

Signature of representative or person making charge

Address

Telephone No.

(b) (6), (b) (7)(C)

Date

XXX 7.3.03

FORM NLRB-501
(11-88)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-34506

Date Filed

July 21, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Ace Products Company, Inc.		b. Number of workers employed 200
c. Address (Street, city, state, and ZIP code) 300 Ace Road Lineville, AL 36266	d. Employer Representative Shirley Payne Human Resources Mgr.	e. Telephone No. (256)396-2126 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Rubber & Plastic Wheels and Tires for Lawnmowers, Wheelbarrows, etc.	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past 6 months, the Employer has unilaterally, without notice to or bargaining with the majority collective bargaining representative (United Steelworkers of America), transferred bargaining unit work to a facility owned by a member of management.

In or around (b) (6), (b) (7)(C) 2003, the Employer caused the constructive discharge of (b) (6), (b) (7)(C) because (b) (6) complained about the transfer of bargaining unit work to the facility owned by a member of management.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) at I have read the above charge and that the statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
Address (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

10-CA-34533

Date Filed

AUGUST 4, 2004

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Double Oak Family Medicineb. Number of workers employed
5c. Address (Street, city, state, and ZIP code)
5420 Hwy 280 South, Suite 100
Birmingham, AL 35242d. Employer Representative
Drs Harvey and Renee Harmone. Telephone No.
(205)995-2522
Fax No.
(205)995-2539f. Type of Establishment (factory, mine, wholesaler, etc.)
medical facilityg. Identify principal product or service
medical services

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In or about (b) (6), (b) (7)(C) 2003, the above-named Employer, through its office manager, terminated (b) (6), (b) (7)(C), suspended and later terminated (b) (6), (b) (7)(C) in (b) (6), (b) (7)(C) 2003, because they concerted complained to (b) (6), (b) (7)(C) about their terms and conditions of their employment.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the _____ rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) I have charge and that the statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(C)

Individual

(Print/type name and title or office, if any)

(fax)

Address

(b) (6), (b) (7)(C)
(Telephone No.)(b) (6), (b) (7)(C)
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-34538

Date Filed

August 6, 2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer CRH North America		b. Number of workers employed 120160
c. Address (street, city, state, ZIP code) 2541 7th St. South Clanton, AL 35045	d. Employer Representative Guido Frohnhaus, Plt Mgr.	e. Telephone No. 205-755-9994
f. Type of Establishment (factory, mine, wholesaler, etc.) factory		g. Identify principal product or service automotive parts supplier
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, employee (b) (6), (b) (7)(C) was discharged because of (b) (6), (b) (7)(C) activities on behalf of the United Steelworkers of America, AFL-CIO/CLC, a labor organization.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Steelworkers of America, AFL-CIO-CLC

4a. Address (street and number, city, state, and ZIP code)

P.O. Box 102105
Birmingham, AL 35210

4b. Telephone No.

205-951-1212

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Steelworkers of America, AFL-CIO-CLC

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Clarence Brown/bm (Clarence Brown)
(signature of representative or person making charge)

Organizing Coordinator
(title, if any)

Address P.O. Box 102105 Birmingham, AL 35210

205-951-1212
(Telephone No.)

8-6-2003
(date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
10-CA-34542	8-7-03
(M)(ST)	

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Employer Name Police Benevolent Association		b. Number of workers employed Approximately 20	
c. Address (street, city, state, ZIP code) 842 Main Street Forest Park, GA 30297		d. Employer Representative Gary Martin, Director	e. Telephone No. 404-366-7173
f. Type of Establishment (factory, mine, wholesaler, etc.) Charitable Contributions, Collections Facility		g. Identify principal product or service Solicitation of Charitable Contributions	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>On or about (b) (6), (b) (7)(C) 2003, the above named Employer terminated the employment of its employee, (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in concerted activity.</p> <p>On or about (b) (6), (b) (7)(C) 2003, the above named Employer refused to pay wages to its employee, (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in concerted activity.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)			
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).			
6. DECLARATION			
I declare (b) (6), (b) (7)(C) above charge and that the statements are true to the best of my knowledge and belief.			
By X (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		Title An Individual	
Signature of r (b) (6), (b) (7)(C) charge (b) (6), (b) (7)(C)		Telephone No.	
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		Date X	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

COPY

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 10-CA-34544.	Date Filed 8-11-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Johnson City Bedding Company		b. Number of Workers Employed 50
c. Address (street, city, State, ZIP, Code) 250 West Market Street, Johnson City, TN 37604	d. Employer Representative Keith Patton, Plant Manager	e. Telephone No. 423-434-1020
		Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) manufacturer	g. Identify Principal Product or Service bedding products	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.) Since on or about (b) (6), (b) (7)(C) 2003 the above named Employer has violated the Act by discharging the Charging Party, (b) (6), (b) (7)(C), for engaging in concerted and protected activities with (b) (6) co-workers on those matters relating to (b) (6) and (b) (6) co-workers wages, hours and terms and conditions of her employment.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, State, and ZIP Code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
	Fax No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By <u>[Signature]</u> Attorney at Law (Signature of representative or person making charge) Address Shine & Mason, 433 E. Center St., Kingsport, TN 37660 Fax No. 423-246-7464 423-246-8433 (Telephone No.) Date Aug. 8, 2003		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

INTERNET
FORM NLRB 601
(11-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
10-CA-34545

Date Filed
8-12-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Knight Transportation		b. Number of Workers Employed Over Five Hundred
c. Address (street, city, State, ZIP Code) 2100 Royal Palm Ct. NORCROSS, GA 30071		d. Employer Representative TERMINAL Mgr. ERIC CUTLER
e. Type of Establishment (factory, mine, wholesaler, etc.) Trucking Company or Motor Carrier		f. Telephone No. 770-300-0558
g. Identity Principal Product or Service Interstate Commerce "Dry Freight"		h. Fax No. 770-662-5600
i. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

ON OR about, (b) (6), (b) (7)(C) 2003, and there after, the Employer committed acts in Conduct, which Interfered with, Restrained and Coerced its Employees in the Exercise of Their rights guaranteed in Section Seven of the ACT, By Refusing to assigned work because Employees Reported unsafe working Conditions.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is used by a labor organization)

a. (b) (6), (b) (7)(C)		b. (b) (6), (b) (7)(C)	
4a. (b) (6), (b) (7)(C)		4b. (b) (6), (b) (7)(C)	

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is used by a labor organization)

By (b) (6), (b) (7)(C)		DECLARATION The statements are true to the best of my knowledge and belief.	
Address (b) (6), (b) (7)(C)		AN Individual (b) (6), (b) (7)(C)	
		8-11-03 (Telephone No.) Date	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
I.O. (JAG) **CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**Case
10-CA-34553Date Filed
8-15-03**INSTRUCTIONS:**

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer K-Mart Distribution Center		b. Number of workers employed Approx. 300
c. Address (Street, city, state, and ZIP code) 5265 Old Dixie Hwy Forest Park GA 30297	d. Employer Representative David Brewton Human Resource Dir	e. Telephone No. (404)361-6760 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Warehouse	g. Identify principal product or service Storage and Distribution	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about August 8, 2003, and thereafter, the Employer has committed acts and conduct which interfered with, restrained and coerced its employees in the exercise of their rights guaranteed in Section 7 of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**6. DECLARATION**By ☒ (b) (6), (b) (7)(C) charge and that the statements are true to the best of my knowledge and belief.
An Individual(b) (6), (b) (7)(C)
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 8-14-03
(Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 10-CA-34560(P)	Date Filed 8-18-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer United States Postal Service		b. Number of Workers Employed 800,000
c. Address (street, city, State, ZIP, Code) 575 Olympic Drive P O Box 80308 Athens GA 30608	d. Employer Representative Postmaster Deborah Phillips	e. Telephone No. (706) 369-3936
		Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Mail Services	g. Identify Principal Product or Service Distribution and delivery of mail	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

During the months of (b) (6), (b) (7)(C) 2003, the employer, by its agent and representative (b) (6), (b) (7)(C), has interfered with, restrained, and coerced its employees in the exercise of the rights guaranteed in Section 7 of the Act. Union representatives (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) have been harassed because of their union activities. They have been interfered with and restrained by being denied (b) (6), (b) (7)(C)

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) American Postal Workers Union, AFL-CIO; Local No. 12 Athens, Georgia	
4a. Address (street and number, city, State, and ZIP Code) P.O. Box 6186 Athens, GA 30604	4b. Telephone No. (706) 549-3949
	Fax No.
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) American Postal Workers Union, AFL-CIO	

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By W. J. Williams
(Signature of representative or person making charge)

President of Local

(Title, if any)

Fax No. _____
(706) 549-3949

(Telephone No.)

Address P.O. Box 6186 Athens GA 30604

8/15/03
Date

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
10-CA-34562Date Filed
AUGUST 20, 2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer CRH North America		b. Number of workers employed 120
c. Address (street, city, state, ZIP code) 2541 7th St. South Clanton, AL 35045	d. Employer Representative Guido Fronhaus, Plt Mgr.	e. Telephone No. 205-755-9994
f. Type of Establishment (factory, mine, wholesaler, etc.) factory		g. Identify principal product or service automotive parts supplier
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, employee (b) (6), (b) (7)(C) was discharged because of (b) (6), (b) (7) activities on behalf of the United Steelworkers of America, AFL-CIO/CLC, a labor organization.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Steelworkers of America, AFL-CIO-CLC

4a. Address (street and number, city, state, and ZIP code)

P.O. Box 102105
Birmingham, AL 35210

4b. Telephone No.

205-951-1212

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Steelworkers of America, AFL-CIO-CLC

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Clarence Brown (Clarence Brown)
(signature of representative or person making charge)

Organizing Coordinator
(title, if any)

Address P.O. Box 102105 Birmingham, AL 35210205-951-1212
(Telephone No.)8-18-2003
(date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
10-CA-34563Date Filed
AUGUST 20, 2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer CRH North America		b. Number of workers employed 120
c. Address (street, city, state, ZIP code) 2541 7th St. South Clanton, AL 35045	d. Employer Representative Guido Fronhaus, Plt Mgr.	e. Telephone No. 205-755-9994
f. Type of Establishment (factory, mine, wholesaler, etc.) factory		g. Identify principal product or service automotive parts supplier
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C) 2003, employee (b) (6), (b) (7)(C) was discharged because of (b) (6), (b) (7) activities on behalf of the United Steelworkers of America, AFL-CIO/CLC, a labor organization.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Steelworkers of America, AFL-CIO-CLC		
4a. Address (street and number, city, state, and ZIP code) P.O. Box 102105 Birmingham, AL 35210		4b. Telephone No. 205-951-1212
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Steelworkers of America, AFL-CIO-CLC		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By <u>Clarence Brown</u> (Clarence Brown) Organizing Coordinator (signature of representative or person making charge) (title, if any) Address <u>P.O. Box 102105 Birmingham, AL 35210</u> <u>205-951-1212</u> <u>8-19-2003</u> (Telephone No.) (date)		

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-34579

Date Filed

AUGUST 25, 2003

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Fred's Stores of Tennessee		b. Number of workers employed Approx 12
c. Address (street, city, state, ZIP code) 4559 Highway 25 Montevallo, AL 35115	d. Employer Representative	e. Telephone No. (205) 665-3170
		Fax No. ()
f. Type of Establishment (factory, mine, wholesaler, etc.) Retail	g. Identify principal product or service discount merchandise	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above named employer terminated its employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activity of discussing (b) (6), (b) (7)(C) wages with another employee.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Name of national or international labor organization of which it is an affiliate or constituent unit (When charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By
(S)
S

(b) (6), (b) (7)(C)

An Individual
(Title if any)

(Address)

Same as above
(Telephone No.)

(Date)

8-25-03

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case	Date Filed
10-CA-34585	8-27-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Corinthian Colleges, Inc. d/b/a Georgia Medical Institute		b. Number of workers employed +50
c. Address (street, city, state, ZIP code) 1706 Northeast Expressway, Atlanta, Georgia 30329	d. Employer Representative	e. Telephone No. (404) 327-8787
f. Type of Establishment (factory, mine, wholesaler, etc.) college	g. Identify principal product or service providing adult education classes	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months and continuing the above-named employer has discriminated against its employee (b) (6), (b) (7)(C) for engaging in protected concerted activities for the purpose of mutual aid and protection by terminating (b) (6), (b) (7)(C).

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)
---	--

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

6. DECLARATION

and that the statements are true to the best of my knowledge and belief.

By _____

(title if any)

an individual
(title if any)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
(Telephone No.)

August 27, 2003
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501
(11-85)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
10-CA-34614Date Filed
SEPT 16, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Black Warrior Mineral		b. Number of workers employed Approx. 50
c. Address (Street, city, state, and ZIP code) P. O. Box 1190 Sumiton, AL 35140	d. Employer Representative Roger Perry Owner	e. Telephone No. (205)527-5784 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Strip Mine	g. Identify principal product or service Coal	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer, through its representative (b) (6), (b) (7)(C), unlawfully discharged (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) and other employees engaged in protected, concerted activity of complaining about the lack of air conditioning in the company trucks and facility

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	

6. DECLARATION

By <input checked="" type="checkbox"/> (b) (6), (b) (7)(C) (signature) I declare the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)	Individual (Print/type name and title or office, if any)
Address (b) (6), (b) (7)(C)	(fax) (b) (6), (b) (7)(C) (Telephone No.) X 9-15-03 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 10-CA-34631	Date Filed 9-25-03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Employer Name PICADILLY CAFETERIA		b. Number of workers employed approx. 46
c. Address (street, city, state, ZIP code) 5644 Memorial Drive, Stone Mountain GA 30083	d. Employer Representative Bill Johnson	e. Telephone No. (404) 296-1705
f. Type of Establishment (factory, mine, wholesaler, etc.) restaurant	g. Identify principal product or service food service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about (b) (6), (b) (7)(C) 2003, the Employer terminated employee (b) (6), (b) (7)(C) in retaliation for engaging in protected, concerted activity by reporting a supervisor to the Employer's Human Resources department.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)		
<p>(b) (6), (b) (7)(C)</p> <p>6. DECLARATION</p> <p>I declare that the above charge and that the statements are true to the best of my knowledge and belief.</p> <p>_____ ing charge</p> <p>_____ Telephone No.</p> <p>_____ Date X 9-15-03</p>		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501
(11-88)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-34634

Date Filed

SEPTEMBER 29, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Radici Spandex		b. Number of workers employed 150
c. Address (Street, city, state, and ZIP code) X 1301 Industrial Park Dr Tuscaloosa AL 35401	d. Employer Representative X Mike Bean	e. Telephone No. (205)333-2040 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) factory	g. Identify principal product or service spandex	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or (b) (6), (b) (7)(C) 2003, the above-named Employer, through its officers, agents, and representatives discharged (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activities of questioning the Employer's pay structure and questioning the Employer's bid process.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

By (b) (6), (b) (7)(C) I declare the above charge and that the statements are true to the best of my knowledge and belief.

Individual

(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C)

(fax)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-34648

Date Filed

October 3, 2003

plm

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Double Oak Family Medicine P.C.		b. Number of workers employed 5
c. Address (street, city, state, ZIP code) 5420 Highway 280 South Birmingham, AL 35242	d. Employer Representative Harvey Harmon, M.D.	e. Telephone No. (205) 995-2522 Fax (205) 995-2539
f. Type of Establishment (factory, mine, wholesaler, etc.) Physician Office	g. Identify principal product or service Family Medical Care	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003 and (b) (6), (b) (7)(C) 2003, the above-named Employer issued written disciplinary warnings to (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) had engaged in protected concerted activities for mutual aid or protection.

On or about (b) (6), (b) (7)(C) 2003, the Employer terminated (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) had engaged in protected concerted activities for mutual aid or protection.

On or about (b) (6), (b) (7)(C) 2003, the Employer issued a written disciplinary warning to (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities for mutual aid or protection.

On or about (b) (6), (b) (7)(C) 2003, the Employer terminated (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities for mutual aid or protection.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the National Labor Relations Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and Number, City, State and ZIP Code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Name of national or international labor organization of which it is an affiliate or constituent unit (When charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) and that the statements are true to the best of my knowledge and belief.

By:

An Individual

(Title if any)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Address)

(b) (6), (b) (7)(C)

(Telephone No.)

X 10/3/03
(Date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 10-CA-34667	Date Filed October 17, 2003

jdd

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Duluth Services	b. Number of workers employed Approximately 150	
c. Address (street, city, state, ZIP code) Tuscaloosa Service Center 1105 Ed Stephens Road Cottondale, Alabama 35453	d. Employer Representative Mark Bria General Manager	e. Telephone No. (205) 554-3140
f. Type of Establishment (factory, mine, wholesaler, etc.) factory	g. Identify principal product or service cockpits	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>1. On or about (b) (6), (b) (7)(C) 2003, the above-named Employer assigned (b) (6), (b) (7)(C) "water spider" duties because of employees' Union and concerted protected activities, including testifying in arbitration arising under the collective bargaining agreement.</p> <p>2. On or about (b) (6), (b) (7)(C) 2003, the above-named Employer suspended its employee (b) (6), (b) (7)(C) because of employees Union and protected concerted, including testifying in arbitration arising under the collective bargaining agreement.</p> <p>3. On or about (b) (6), (b) (7)(C) 2003, the above-named Employer discharged its employee (b) (6), (b) (7)(C) because of employees Union and protected concerted, including testifying in arbitration arising under the collective bargaining agreement.</p>		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed in Section 7 of the Act.		
Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) An Individual		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By S (b) (6), (b) (7)(C) ing charge (b) (6), (b) (7)(C)	Title: An Individual	
Address: (b) (6), (b) (7)(C)	Telephone No. (b) (6), (b) (7)(C)	Date: 10/17/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 10-CA-34689	Date Filed November 3, 2003

jdd

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Standard Furniture	b. Number of workers employed Approximately 6	
c. Address (street, city, state, ZIP code) 410 Parkway Drive, S.E. Leeds, Alabama 35094	d. Employer Representative Mike Little, Store Manager	e. Telephone No. (205) 699-8412
f. Type of Establishment (factory, mine, wholesaler, etc.) retail store	g. Identify principal product or service retail furniture store	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about (b) (6), (b) (7)(C) 2003, the above-named employer discharged its employee (b) (6), (b) (7)(C) because employees engaged in concerted activities, including discussing working conditions, making protected concerted complaints regarding sexual harassment, and making concerted protected complaints about whistleblower discrimination in the store. During the six months preceding the filing of this charge, the employer discriminated against (b) (6), (b) (7)(C) by issuing write-ups and applying different terms and conditions of employment because of employees' protected activities.</p> <p>On two occasions in about August 2003, the employer, by (b) (6), (b) (7)(C), the employer directed certain employees not to speak with certain other employees regarding terms and conditions of employment.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed in Section 7 of the Act.</p>		
Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) An Individual		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
B (b) (6), (b) (7)(C) Signature of representative of person making charge (b) (6), (b) (7)(C)		Title: An Individual
Address: (b) (6), (b) (7)(C)	Telephone No. (b) (6), (b) (7)(C)	Date: 10/30/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 10-CA-34697	Date Filed November 7, 2003

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Cingular Wireless		b. Number of workers employed 15	
c. Address (street, city, state, ZIP code) 100 Concourse, Birmingham, AL		d. Employer Representative Marilyn Brooks, HR	e. Telephone No. (205) 444-3566 Fax No. (205) 444-3522
f. Type of Establishment (factory, mine, wholesaler, etc.) customer service & sales facility for cellular telephone service		g. Identify principal product or service cellular telephone service sales & customer support	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>The Employer, in order to discourage membership in a labor organization, discriminated in regard to the hire and tenure of my employment, and the terms and conditions of my employment, by terminating my employment on (b) (6), (b) (7)(C) 2003 in retaliation for my activities on behalf of the Communication Workers of America, AFL-CIO.</p>			
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number)			
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)			
(b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C) Fax No.	
5. Name of national or international labor organization of which it is an affiliate or constituent unit (When charge is filed by a labor organization)			
6. DECLARATION			
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		An Individual (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C) (Address)		(b) (6), (b) (7)(C) (Telephone No.)	
		x 10-5-03 (Date)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
10-CA-34712	NOV 14, 2003

jdd

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer PEMCO Aeroplex, Inc.		b. Number of workers employed Approximately 1500
c. Address (street, city, state, ZIP code) 1943 50 th Street North Birmingham, Alabama 35212	d. Employer Representative Valton Johnson Director of Human Resources	e. Telephone No. (205) 510-4806
f. Type of Establishment (factory, mine, wholesaler, etc.) factory	g. Identify principal product or service refurbishing aircraft	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3), and (5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since about Wednesday, November 12, 2003, the above-named Employer has rescheduled (b) (6), (b) (7)(C) from his previous regular post in retaliation because of employees concerted protected activities and Union activities.</p> <p>During the last 6 months, the Employer has shorted (b) (6), (b) (7)(C) pay in retaliation because of employees' concerted protected activities and Union activities.</p> <p>During the last 6 months, the Employer has failed to answer grievances in a prompt and timely matter.</p> <p>Since about June 30, 2003, the Employer has failed and refused to provide the Union with certain information, which is relevant and reasonably necessary for the Union's representation of employees.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed in Section 7 of the Act.</p>		
Full name of party filing charge (if labor organization, give full name, including local name and number) Association of Plant Police of Alabama		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that (b) (6), (b) (7)(C) and that the statements are true to the best of my knowledge and belief.		
By (b) (6), (b) (7)(C) represents (b) (6), (b) (7)(C) person male (b) (6), (b) (7)(C)		Title (b) (6), (b) (7)(C)
Address (b) (6), (b) (7)(C)		Telephone No. (b) (6), (b) (7)(C)
		Date: 11/14/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-34714

Date Filed

NOVEMBER 17, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Big Warrior Corporation

b. Number of workers employed

35

c. Address (Street, city, state, and ZIP code)

36187 State Highway 79, PO Box 181
Cleveland, AL 35049

d. Employer Representative

H. Gregg Cornelius, President

e. Telephone No.

(205)625-6600

Fax No.

(205)625-6604

f. Type of Establishment (factory, mine, wholesaler, etc.)
constructiong. Identify principal product or service
installing natural gas pipelinesh. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1)
and (list subsections)

and these unfair labor practices are practices affecting commerce within the meaning of the Act.

of the National Labor Relations Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer, through its officers, agents and representatives, discriminated against (b) (6), (b) (7)(C) by converting (b) (6), (b) (7)(C) layoff to a discharge after (b) (6), (b) (7)(C) filed a grievance through (b) (6), (b) (7)(C) Union, IUOE Local 926

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that the statements are true to the best of my knowledge and belief.

Individual

(Print/type name and title or office, if any)

By

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

Case	Date Filed
10-CA-34718	11-17-03

Instructions:

File an original and 4 copies of this charge with the NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer COSTCO WHOLESALE.		
b. Address of Employer (street, city, state, ZIP code) 6350 Peachtree Dunwoody Road Atlanta, GA 30328	d. Employer Representative Preston Powell, General Warehouse Manager	e. Telephone Number (770) 352-8660 FAX:
f. Type of Establishment (factory, mine, wholesaler, etc.) Wholesaler		g. Identify principle product or service
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the Employer suspended (b) (6), (b) (7)(C) and on or about (b) (6), (b) (7)(C) 2003, 3 discharged (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) wrote a letter to corporate headquarters complaining about working conditions and engaged in other protected concerted activities. 2003

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 6. DECLARATION
I declare that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)
(Signature of representative of person making charge)

(b) (6), (b) (7)(C)

An Individual

(Title, if any)

Telephone No (b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

Date

WILL

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-34735

Date Filed

December 3, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Mi-Tech Steel, Inc.		b. Number of workers employed 10
c. Address (Street, city, state, and ZIP code) 3301 Mallard Fox Drive, NW Decatur, AL 35601	d. Employer Representative Matt Frisbee General Manager	e. Telephone No. (256)350-5025 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Steel Processing	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the Employer, by its agent, (b) (6), (b) (7)(C), terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activities. ON (b) (6), (b) (7)(C) 2003 THE (b) (6), (b) (7)(C) CREW WAS CALLED TO OFFICE AND COMPLIMENTED ABOUT WHAT AN EXCELLENT JOB WE WERE DOING. (b) (6), (b) (7)(C) WAS OFF (b) (6), (b) (7)(C). THERE WAS A COUPLE OF MIX UP ON MY PART ON (b) (6), (b) (7)(C). WE ALSO HAD SOME OVERTIME THAT I GAVE AWAY THAT WEEK. I CLEARED THIS WITH MY BOSS (b) (6), (b) (7)(C) BEFORE HAND. ON (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) CALLED ME TO OFFICE AND ASK WHAT PROBLEMS I HAD, (b) (6), (b) (7)(C) SAID THINGS WERE HAPPENING THAT WAS GONNA TAKE ME OFF MY JOB. (b) (6), (b) (7)(C) ASKED ME TOLD ME THAT (b) (6), (b) (7)(C) WAS GONNA HAVE TO TAKE ME OFF (b) (6), (b) (7)(C) TILL I GOT MY SELF TOGETHER. I TOLD (b) (6), (b) (7)(C) MY PROBLEMS HAD TO BE WORKED OUT BY ME. (b) (6), (b) (7)(C) SAID (b) (6), (b) (7)(C) DIDN'T WANT TO SEND ME HOME & DIDN'T WANT TO SUSPEND ME BUT SOMETHING HAD TO BE DONE. I ASK (b) (6), (b) (7)(C) IF (b) (6), (b) (7)(C) WANTED ME TO HIT THE CLOCK, (b) (6), (b) (7)(C) JUST KEPT BRINGING STUFF UP AND (b) (6), (b) (7)(C) SAID THAT AT THIS POINT (b) (6), (b) (7)(C) DIDN'T KNOW WHAT ELSE TO DO. I GOT UP AND Clocked OUT. I FEEL THAT I WAS BEING FORCED TO RESIGN. EVERY BODY ON THE (b) (6), (b) (7)(C) MESSES SOMETHING UP EVERY DAY. I WAS CALLED IN A SINGLED OUT.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

By X (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) read the above charge and that the statements are true to the best of my knowledge and belief.

An Individual

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

(fax)

(b) (6), (b) (7)(C)

X12-02-03

Address

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

FORM NLRB-501
(11-88)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS PAGE	
Case 10-CA-34755	Date Filed 12-16-03

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Cooper Lighting	b. Number of workers employed About 150	
c. Address (Street, city, state, and ZIP code) 1121 Hwy 74 South Peachtree City GA 30269-	d. Employer Representative Sarah McGowan	e. Telephone No. (770)486-4800 Fax No. () -
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Lighting Products	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subject to the exceptions of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C) 2003, the above named Employer fired (b) (6), (b) (7)(C) for discriminatory reasons.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No. () -
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	

6. DECLARATION

I, (b) (6), (b) (7)(C) do hereby declare that the statements are true to the best of my knowledge and belief.
By (b) (6), (b) (7)(C) An Individual
(b) (6), (b) (7)(C) (Print type name and title or office, if any)
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 12-16-03
(Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-34756(P)

Date Filed

DECEMBER 18, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
United States Postal Serviceb. Number of workers employed
about 110

c. Address (Street, city, state, and ZIP code)

4500 1st Avenue South
Birmingham

AL 35222-

d. Employer Representative

Lana
Caldwell

e. Telephone No.

(205)510-0700

Fax No.

(205)510-0750

f. Type of Establishment (factory, mine, wholesaler, etc.)
post officeg. Identify principal product or service
United States Mail Service

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Beginning on or about August 2003, and continuing thereafter, the employer, acting through its supervisors and agents, (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) unilaterally altered past practice and violated Articles 17 and 31 of the collective bargaining agreement by denying union stewards union time and access to employees in order to frustrate the collective bargaining process.

On or about (b) (6), (b) (7)(C) 2003, the employer, acting through its supervisor and agent, (b) (6), (b) (7)(C), issued a letter of warning to its employee (b) (6), (b) (7)(C), because of (b) (6), (b) (7)(C) past grievance filing activities.

Since on or about November 16, 2003, the employer, acting through its supervisors and agent, (b) (6), (b) (7)(C), have attempted to circumvent the grievance arbitration procedure by directly dealing with bargaining unit member (b) (6), (b) (7)(C), and coercing (b) (6), (b) (7)(C).

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Mailhandlers Local Union 317

4a. Address (Street and number, city, state, and ZIP code)

216 North Opoto-Madrid Boulevard
Birmingham

AL 35206-

4b. Telephone No.

(205)492-8219

Fax No.

(205)833-9989

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Laborers International Union of North America

6. DECLARATION

(b) (6), (b) (7)(C) I declare and that the statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Address

(fax) (205)833-9989

(b) (6), (b) (7)(C)

(Telephone No.)

12 18 03
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

INTERNET
FORM NLRB-601
(11-04)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
10-CA-34760

Date Filed
12-22-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Kaiser Permanente		b. Number of Workers Employed 1100+
c. Address (street, city, State, ZIP, Code) Nine Piedmont Center 3495 Piedmont Road, N.E. Atlanta Ga. 30305	d. Employer Representative Tammy Jones	e. Telephone No. 404-364-7148 Fax No. 404-364-4789
f. Type of Establishment (factory, mine, wholesaler, etc.) Health care	g. Identify Principal Product or Service Medical Care	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

Within six months prior to filing of this charge and continuing, the above named employer discriminated against (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union and other protected and concerted activities by disciplining and discharging (b) (6), (b) (7)(C) this action was taken by management because of (b) (6), (b) (7)(C) health and safety complaints and because (b) (6), (b) (7)(C) raised matters grievable under the collective bargaining agreement.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in section 7 of the Act.

3. Full name of party filing charge (If labor organization, give full name, including local name and number)

UFCW Local 1996

4a. Address (street and number, city, State, and ZIP Code)
3302 McGinnis Ferry Rd Suite 201 Suwanee Ga. 30243

4b. Telephone No.
678-714-3500
Fax No.
678-714-3501

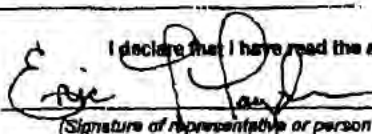
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Food & Commercial workers International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



(Signature of representative or person making charge)

Organizer

(Title if any)

Fax No. 678-714-3501
678-714-3500
(Telephone No.)

12/22/03
Date

Address 3302 McGinnis Ferry Rd Suite 201 Suwanee Ga. 30243

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)